

Aird Walker & Ralston Ltd.

Registered Electrical Engineers

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Company Registration Number: Scotland - SC020812, Registered Office: 1 Simonsburn Road, Loreny Industrial Estate, Kilmarnock, Ayrshire, Scotland, KA1 5LA



Anti-bribery and Corruption Policy

Policy Statement of Intent

Aird Walker & Ralston Ltd is committed to conducting its business operations with openness, honesty and integrity whilst complying with statutory and regulatory requirements. The Bribery Act 2010 has been introduced under which bribing, being bribed, and failing to prevent bribery are all offences. This policy is designed to protect our business, employees and board by mitigating the risk of bribery.

It is the established policy of the company to operate and encourage a working environment in which bribery in any form is not tolerated, where employees play an active role in preventing bribery. If an employee believes there to be misconduct as regards bribery, they are asked to report to company management so the appropriate action is taken.

No employee may offer, give or receive any gift or payment which is, or may be construed as being an inducement for business or financial gain. Any demand for, or offer of, an inducement will be rejected immediately and reported to company management. The appropriate action will be taken against anyone found to be in breach of this policy.

On completion of our business risk assessment we have implemented, adequate preventive control measures that mitigate the risks of bribery, however we do acknowledge that it may not be possible to prevent bribery completely. The effectiveness of the control measures are continually monitored and reviewed by company management. Accounting records and supporting documentation will accurately describe and reflect the nature of the underlying transactions, no undisclosed or unrecorded accounts, funds or assets will be established or maintained.

It is expected that employees are aware of the contents of this policy and act in good faith to comply with the standards of behaviour within at all times, employees who interact with our clients and suppliers are expected to communicate our anti-bribery and corruption policy.

We expect that all organisations we do business with, share these high levels of business integrity and are committed to zero tolerance of bribery and corruption. This policy is reviewed annually or sooner in the event of any change in legislation or procedure affecting the policy.

It is the ultimate responsibility for overseeing the implementation of this Anti-Bribery and Corruption Policy rests with the Directors.

Signed

Gordon Christie

(Managing Director)

On behalf of Aird Walker & Ralston Ltd

Date: 01-07-2016 Review Date: 01-07-2017



Managing Director: G.Christie.